Evaluation and identification of educational staffs’ disinclination to accept the managerial position

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ABSTRACT: Among the various social systems, the educational system of society is one of the most basic of them. This system assumes the role of educating society members through schools. School is the main social and educational system and consists of some components. The principal by means of these components whose main one is teacher and interactions between, as a unified complex is going forward to its goals determined by the educational system. In other words, in most countries, the educational system is one of the large and complicated organizations. Its complexity depends on cultural, social, economical, and technical progress, and the more advanced a society is the official education will have a more important, complicated, and difficult role; and its educational organizations will be vast and various. The current project as a case study has dealt with the relation between disobedience the rules of appointing managers and various job factors from one side, and disinclination of educational staff’s to accept management jobs. The statistical community of this research is Semnan in Iran. The objective is to consider the appointing rules for management positions and to present solutions to improve conditions of management acceptance by the educational staff so that disinclination to management jobs decreases and educational activities are best executed.

Keyword: educational staffs, managerial position, educational system

INTRODUCTION

About job satisfaction of principals in Iran, the educational office of the secondary educational level after a research came to this conclusion that management jobs have to attractions. The reasons are as below: the multiplicity of fringe activities, many services, lack of relations between previous and next principals, debility of school management as a result of substitution of chief managers, and having insufficient authority for appointing relative units staff.

A fitting management for institutes and incumbency of the management positions by the aware staff can provide students with facilities and favorable environment to achieve educational progress; and also, can be effective to leadteachers, evaluation, and coordinating all components of school and create the required attractions at the educational environment. So, it is logical that a good understanding of managers’ problems and finding factors of disinclinations and resignations of management jobs in Semnan can improve educational qualities and make organizations more effective.

Management in its general concept has been defined by different views. Hersey and Blanchard believe there are management definitions as the number of management authors. They state management as below: “Working with people by people and groups in order to achieve the organization goals.” Today, education, as a course in higher education has a sensitive role in satisfying the requirements. This course has been gradually formed and goes forward to obtain an ordered structure containing issues, titles, concepts, skills principles, and relative terms. Today the educational management is considered as the definition of conduction, managing and modification, so the attainment of education system ‘s purposes in each society requires the modernization in managing the
education system and renewing the organization. Seid Abbas Zadeh (1995) considered the educational system as conducting the educational system’s staffs for improving in different aspects such as personality, training the specialized forces and modernizing the culture as well. Shirazi (1994) considered the educational system as several organization’s specialized activities in which the goals has been considered making the education services more effective and efficient and also implementing the policies via planning and conductive decisions and mainly applying the human and financial resources in order to achieve the educational purposes. Safi (1992) emphasized more on educational management’s role in education system and put this issue in priority rather than other issues and this issue is known with strategic role; because all of the purposes of this organization is human and this organization has the role to change unaware and uneducated people to the innovative and informed ones and on the other side; humane forces’s providers are involved in cultural, social and economical parts of society. STERTIN (1992) considered the finance for improvement of the humane forces as a triple opportunity, because this action would save the finance and also increase the efficacy and reduce the waste as well; and in the other side the educational systems particularly the educational management’s negligence put negative effects on different dimensions of society such as the cultural, social, humane and economical dimensions. The educational management and educational institutions’s efficacy and success would have significant results in the society. Overall, each society’s development depends on the educational institutes’s activities and the effects of the management as the educational manager could not be ignored in the institutes. Mohammadloo (1999) considered the following factors as the essential ones for managers:

1- Fastness: fastness has to be realized in thinking, making decision, planning and conducting the duties accurately: accuracy has to be realized in the activities particularly in the humane and intergroup relations. 3-Innovation: innovation means being innovative in presenting ideas and conducting new plans. 4-The ability of forecasting: being able to forecast the future and predict the programs’ facilities and conditions. 5- Being able to plan. 6- The responsibility of being sympathized and planning the programs. 7-Stability and balance of personality.

Tofiq Vahedi (1995) accomplished a research about effective factors in persuading the management and educational planning’s students to become Tehran schools’ managers. His study’s statistical society involved 220 management and planning major’s bachelor students who were employed in education system. The obtained results of this research indicated that 4.5% of educational management’s graduated students were not as managers in schools. Unfortunately, the functions of human resources’ management system have been neglected in employing the graduated students in managerial positions. The factors such as the low rank of finance issues in management, their full time job, devolving all authorities upon them, and managers’s so many responsibilities are considered as the second factor for employing them as managers in schools. The other study was accomplished by Annabel Double (1990), in which 500 managers from three organizations of governmental and private education systems and municipality were observed. The response of managers indicated that they have known their role as ambiguous and indistinctive, and believed that they have not trained enough managerial principles. So many managers believed that great deal of school’s administrative tasks would prohibit them to focus on school’s goals and also prohibit them from being innovative to apply their purposes for school’s better administrating. Sager (1990) got the conclusion from a research that occupational complexity and intense situation in managing would be as stressful situation for managers and just the life satisfaction would decrease the pressure. Meanwhile, the help of assistants would be useful for decreasing the pressure.

**METHODOLOGY**

This research’s statistical society consists of all secondary schools’ teachers, managers and assistants in Semnan, the statistical society is involved of 425 people. Based on SPSS table (the standard population table and the sample population) 273 people were considered as sample. The sampling method in this research is the classified randomized sampling. The classified sampling method is considered as the appropriate method in the researches in which the researcher intends to compare various subgroups with each other. In this method the researcher is assured that based on all qualification, the chosen sample would be considered as the whole and real society. In the present research the statistical society was divided into two subgroup in which the subgroups are consisted of secondary school’s teachers, assistants and managers that they have selected equally from twenty male and female’s secondary schools. The questionnaire and observation of the documents are the used tools in this research. As there is not any questionnaire in accordance with the research’s subject, so the researcher himself has designed a questionnaire in which it is attempted to design the questions based on research’s
hypothesis and likert’s scale and data collection. The present research’s questionnaire is consisted of two parts; first part is involved of personal characteristics (age, gender, inclination to be the manager) and the second part is consisted of 35 questions which are about research’s variables. At first a pre-test involving 20 questionnaires among the research’s sample was accomplished for the final evaluation of present research, then the questionnaire was evaluated by Alfa Cronbach that this evaluation approximately obtained 83.1. factor analysis means some statistical techniques which are all planned to present the variables in term of low assumptive variables discovered via SPSS software.

Main body

Managers’s expectations from organization’s authorities and responsibilities: authority and responsibility are accounted in as significant issues of management and organization, because authority has been considered for the purpose of achieving the organization’s goals; and controlling, supervision, coordination and relations would be facilitated through the authorities. Generally, the Authority relies on strength which may be the onset of authority or be illegitimate (Qaraei Moqadam, 1996, page 113). Max considers the meaning of the authority in a way that the person despite other’s resistance and regardless of their demand just attempts to impose his opinions, while the meaning of onset of authority is that a certain group of people have to obey powerful people’s orders. Shirazi (1996) believes that authority means a group’s ability to influence on other group’s actions despite their demands; influencing on other’s actions could be along with punishment, reward, specialty or the rules, but in fact the authority known with influence or domination is very power and this power would be realized with others’ voluntarily cooperation whereas the authority may be lead to violation, threat or bribery. Authority is a voluntarily obedience. In recent years, education system’s manager’s were selected among school’s managers or the experienced teachers in Iran. In two decade pre the revolution, selecting the managers was based on the relations and affiliations. According to political and revolution’s requirements after the Islamic revolution’s success, selecting the managers such as the traditional brochrapy was mainly abased on relative relations and the long familiarity. The main requirement was people’s trust toward each other and based on various researches; great deal of school’s managers were not qualified for the essential academic and empirical sufficiency and all the principles are not totally considered in selecting the managers ever.

DISCUSSION AND RESULTS

There is a significant relation between instability, occupational security and the educational staffs’ disinclination toward accepting the managerial positions. Also the factor analysis and results of t-test (t=8.418, t=6.182) indicates that H hypothesis would be rejected at %5 significant level. Therefore, there is a significant relation between instability, occupational security and the educational staffs’ disinclination toward accepting the managerial positions. In basis of managers’ significant and difficult responsibility, could be declared that any negligence would be a dissatisfaction for teachers and parents and as a result humans’ s life would be wasted in this case in which all of these humans’ s density relies on education system’s authority. As a matter of fact; currently the education system’s efficacy highly relies on management’s stability and protection from the managers and developing the occupational security for them, because management particularly the educational management along with maximum results and increment of progress in achieving the goals and advancement of education system’s quality plays an important role throughout life. Present research is in accordance with Farzamnia’s discoveries (1993) in which some current problems of educational managers have been studied in central province’s high schools and one of the factors is remarked as the managers’ s occupational instability and insecurity. Also Abdoli (1995) remarked instability and insecurity of managers as the factors of disinclination for accepting school’s management position in Tehran. There is significant relation between irresponsibility and disinclination of educational system toward accepting the management position. T-test results of this hypothesis (t=8.051,t=11.618,t=7.531) indicates that H hypothesis would be rejected at %5 significant level; therefore there is significant relation between irresponsibility and disinclination of educational system toward accepting the management position. There is significant relation between financial problems and disinclination of educational staffs toward accepting the management position. According to t test results of this hypothesis (t=41.196,t=1.4014,t=3.804); Hypothesis would not be rejected at %5 significant level, therefore there is not significant relation between financial problems and disinclination of educational staffs toward accepting the management position. Mir Kamali (2000) believed that one of the main factors of motivating people would be punishment or
encouragement of them. People's feeling toward managers and organization's behavior in base on their efforts is considered as important issue, if managers and organization's be fair and act impartial toward people and staffs recognize these behaviors, so staffs would be more motivated to do their duties; evaluation and reward are the main factors of motivating in educational management and organization.

CONCLUSION

Present research is not relevant with Safi's research (1992) which is in basis of Tehran high schools' managers, and one of the effective factors for persuading sufficient staffs for accepting management position would be the factors such as paying appropriate salary and advantages. Also this research is not relevant with Soltani's research (1996) whom announced the factors such as financial, salary, advantages, management position as the factors for disinclination of management positions in Hamedan's administrative and educational units. Obtained discoveries of t test results of this hypothesis (t=-2.633, t=-3.896, t=-9.072) indicate that H hypothesis would not be rejected at %5 significant level. In the other word, there is not significant relation between personal characteristic and disinclination of educational staffs toward accepting management position. It could be mentioned that one of the factors which is caused rejecting of this hypothesis is that in recent years, following apprenticeship terms and while service trainings has increased the demanded skills: job psychology, social psychology, management training and increasing staffs' skill in basis of effective relation and how to make decision about the demanded skills and also all the problems have been solved.

REFERENCE

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